3800 meet at Tacoma Dome

International President Jim Herman tells capacity crowd at Tacoma dome of ILWU's efforts to preserve log jurisdiction in face of non-union threats.

The members overwhelmingly approved a request from the committee for authority to discuss with area stevedores new procedures and flexibility which, combined with "equal and effective company rate reductions," would permit increased productivity and a reduction in ILWU labor costs to the Asian trading companies. The motion specifically banned any discussion of log gang manning reductions.

The trading companies are the ones that pay the final bill, said Velich. "We want to send them a signal that the ILWU provides an experienced, productive workforce, that we are interested in efficient operations, and that they don't need to contract with outsiders to attempt to use non-union labor." The agreement on such rule changes, he noted, will be subject to secret ballot ratification and file ratification.

The committee also asked for and received permission to continue meeting directly with the log trading companies; to seek additional political support; to meet with local port authorities to inform them of the ILWU's position and to show up existing relationships; to meet with area unions; and to pursue similar activities. It was also agreed that rank and file committees would be established in every west coast port, under the direction of the log subcommittee and the Coast Labor Relations Committee, to inform and mobilize the membership at each community.

SUPPORT FROM COAST

Northwest members chaired as one after another, representatives of the rest of the west coast log zone rose and joined Interna
tional Vice-President Rudy Rubio and Coast Committee member Robert Olvera in emphasizing the importance of the ITT-Rayonier issue for the whole coast, and pledging to go to the mat in defense of ILWU log jurisdiction. Among those on hand to pledge their support were:

Canadian Area President Don Garcia, Vice-President Bill Kemp and Local 590 Business Agent Jimmy Keith; Joe Lucas, Local 10, San Francisco; Lou Overidge, Local 13, Wilmington; Duane Peterson and Richard Kahalani, Jr., Sacramento; Timmy Chavez and Jose Colmaseno, Local 29, San Diego; Rudy Mercado, Local 46, Port Hueneme; Pete Fuller, Local 54, Stockton; Don Druskovich and Jim North, Local 94; Jim Elledge, and Al Keller (Delta unit) clerks Local 34, San Francisco.

Spurred by an appeal from Herman and Local 23 member Phil Lalii, the members raised a total of more than $28,000 on the spot for the ILWU Political Action Fund. "We have here," Herman said, "a close case of how important it is to help our friends gain offices, and to stay there once they are elected. The political support we can muster is going to play a tremendously important role in resolving this problem.

3 800 meet at Tacoma Dome

ILWU log protest draws record crowd

members approve proposal to protect log jurisdiction
**Supplemental benefits run out**

**Long-term jobless twist in the wind**

In a tone of surprise and dismay, Dan Bohm reported recently on the Chil-

dowering News that only one out of four jobless Americans is receiving unemployment in-

surance benefits at the lowest level of the 65-year-old history of the UI program.

Bohm pointed out emphatically that the nation’s mass media is waking up to a problem which millions of jobless workers have been intimately

quainted with in recent years, and which organized labor has been warning about like a voice crying in the wilderness.

The news report, based on a study by the Washington-based Center on Budget and

Policy Priorities, showed that a situation which has been dismal and which generally

has grown worse for the past seven years is now worse than ever.

Some 6.5 million American workers who were unemployed in October, 1987, for ex-

ample, were not receiving UI benefits, the study noted. Only 1.7 million jobless workers, 25.4 percent of the unemployed, received

the benefits.

The percent of unemployed workers receiving benefits had been somewhat lower in the 1980s than in the 1970s," said Isaac Shapiro, the Center’s senior research

analyst.

In 1975, the average rate of jobless work-

ers receiving benefits was 75.8 percent, according to the study. In 1987, the average UI coverage rates was 65.7 percent. Why has this occurred? The main reasons

are sharp federal and state cutbacks and long-term joblessness.

In 1981, Congress enacted the Reagan budget cuts which severely reduced the federal government’s benefits program. That program was supposed to provide an additional 13 weeks of benefits to long-term

jobless workers in states experiencing high unemployment.

No state now qualifies to pay extended benefits, not even Louisiana with an un-

employment rate of 6.6% or 6% and 8.8%. Yet while the extended benefits program has withered, the number of long-term job-

less workers has grown in 1987. In October, 1987, there were 959,000 long-term unemployed, 48% more than in 1978. The reduction in UI coverage has been especially noticeable in the ranks of the poor, the Center noted.

In 1981, Congress created a new low for the third consecutive year. In 1985, 32.9 %

received benefits in an average month. For the first ten months of 1987, the cover-

age rate has averaged just 31.2%.

**Workers vs. consumers?**

Wage-price spiral theory debunked

By Clair Brown

Chairman, California Center on Budget and Economic Policy

“Wage-price spiral theory is the idea that increases in wages lead to increases in prices, which in turn lead to further increases in wages, and so on. This creates a 'vicious cycle' whereby wage and price increases feed on each other.”

“While there is some evidence that wages and prices move together in certain industries or over long periods of time, there is no generalization that holds for all industries or short periods of time.”

“The idea that wages and prices move together is called the ‘wage-price spiral’. This theory suggests that changes in wages will eventually cause changes in prices, and vice versa.”

However, more recent research suggests that the wage-price spiral theory may not hold true in all industries or over short periods of time. For example, research has shown that changes in wages do not necessarily lead to changes in prices, and vice versa. This suggests that the wage-price spiral theory may not be a useful tool for predicting changes in wages and prices.”

**WHAT'S FAIR?**

A state Assemblyman once said to me during a hearing on whether or not the state should extend UI benefits to small farmers: “How can we possibly pay the farmers the minimum wage? It would mean that strawberries will cost more than $10 a basket, and they are not worth it.”

He represented those who believe that it is all right for some people to live in squalor so that others can eat inexpensive straw-

berries. I am among those who believe that none of us is entitled to buy goods and ser-

vices cheaply when those producing them are made to work in conditions that make it impossible for them to live with decency.

Do it that if the low-wage worker is employed in another country? The cry that increasing wages for lower-

wage workers is called the “unfair” one by many, who believe that it would hurt our country’s ability to compete in the international market. This cry is based on the assumption that the cost of production is the only factor that determines the price of a product. However, there are other factors that determine the price of a product, such as the cost of labor, transportation, and marketing. These factors can affect the price of a product, regardless of whether wages are increased or not.

The cry that increasing wages for lower-wage workers is called the “unfair” one by many, who believe that it would hurt our country’s ability to compete in the international market. This cry is based on the assumption that the cost of production is the only factor that determines the price of a product. However, there are other factors that determine the price of a product, such as the cost of labor, transportation, and marketing. These factors can affect the price of a product, regardless of whether wages are increased or not.
Big ILWU victory at LA/Long Beach intermodal yard

Los Angeles—After a difficult, year-long campaign—filled with far too many hearings and a mountain of paperwork, and convulsed by the HAW’s Union Buster antics—ILWU Local 6 won a historic victory in the intermodal yard outside Los Angeles.

The victory came at the LA/Long Beach Intermodal Transfer Facility (ITF) in January. The workers at this facility, which handles cargo containers, are loaded on and off trains, was contested by the ILWU Local 6. The company fought the union using a combination of tactics—legal and illegal—that were designed to break up the union, defeat the organizing effort, and keep the workers from voting.

The ITF is located four miles north of LA harbor. It was established jointly by the Ports of Los Angeles and Long Beach, leased to Southern Pacific and subleased to Chicago-based Mi-Jack Corp. In-Terminal Services, Inc., a Mi-Jack subsidiary, is actually operating the facility.

The ILWU’s campaign at ITF began in the late fall of 1986 when the company was still in the process of organizing the workers, said ILWU Local 6 Regional Director Joe Barta, who, with the assistance of International Rep. Richard Mallon, Local 13, coordinated the ITF organizing drive. The company had a small army of lawyers and consultants and in the plaintiff, nearly full time, for the sole purpose of spreading outright lies about the union. The company did a good job of creating confusion, but the workers were undeterred by the speed of their efforts, and they were all determined to be successful.

The company spent an enormous amount of money and time to beat it. According to ILWU Local 63 President Victor Pamiroyan, the company spent about $500,000 on its campaign at ITF. This was approximately the amount of money the union spent on organizing efforts over the entire year.

After thirteen months of hearings, appeals, and other delays, the NLRB ruled in favor of the ILWU and the workers. The union was awarded the contract, and the NLRB ordered the company to certify the union as the bargaining agent for the workers.

The victory was a significant one for the ILWU and the workers at ITF. It was the first time in many years that the union had been able to organize a new facility, and it was a major victory in the long-running battle between the union and the company. The victory was a testament to the workers’ determination and their ability to stand up to the company and its allies.

The ILWU is proud to have won this important victory, and we are committed to continuing our work in support of workers’ rights and the union movement. We will continue to fight against the company’s union-busting tactics and to work to ensure that workers have a voice in their workplace and a say in the decisions that affect their lives.

New job applications ramped

BORON, CA—Members of ILWU Local 30 have won an important victory, preventing their employer, US Borax Co., from imposing new terms and conditions of employment without first bargaining with the union.

In early August, 1987, the company unilaterally began requiring new applicants for employment to sign an agreement that the employer has the right to terminate them without cause or notice at any time, and to undergo involuntary drug testing at a frequency of once a year.

These were matters covered by our contract, said Local 30 President Paul Wildrick, “and they should be negotiated, rather than imposed off the top of someone’s head. Once you have a union in place, a company is not permitted to go one-on-one with an employee, even a new hire, on the terms and conditions of their work.”

The integrity of the contract was at stake.

When employer representatives refused to negotiate the problem through the grievance machinery, Local 30 filed unfair labor practice charges with the National Labor Relations Board, and proceedings were set to begin in December before Administrative Law Judge James Kennedy.

But even before we got underway, the judge told US Borax that they had no case. Borax then agreed to pay all we wanted in the first place—the right to negotiate over something as important as this.

The union case was handled by Wildrick and Local 30 attorney David Finkel.

The ILWU was represented in the endless hearings and a mountain of paperwork, and convulsed by the HAW’s Union Buster antics—ILWU Local 6 won a historic victory in the intermodal yard outside Los Angeles.

The victory came at the LA/Long Beach Intermodal Transfer Facility (ITF) in January. The workers at this facility, which handles cargo containers, are loaded on and off trains, was contested by the ILWU Local 6. The company fought the union using a combination of tactics—legal and illegal—that were designed to break up the union, defeat the organizing effort, and keep the workers from voting.

The ITF is located four miles north of LA harbor. It was established jointly by the Ports of Los Angeles and Long Beach, leased to Southern Pacific and subleased to Chicago-based Mi-Jack Corp. In-Terminal Services, Inc., a Mi-Jack subsidiary, is actually operating the facility.

The ILWU’s campaign at ITF began in the late fall of 1986 when the company was still in the process of organizing the workers, said ILWU Local 6 Regional Director Joe Barta, who, with the assistance of International Rep. Richard Mallon, Local 13, coordinated the ITF organizing drive. The company had a small army of lawyers and consultants and in the plaintiff, nearly full time, for the sole purpose of spreading outright lies about the union. The company did a good job of creating confusion, but the workers were undeterred by the speed of their efforts, and they were all determined to be successful.

The company spent an enormous amount of money and time to beat it. According to ILWU Local 63 President Victor Pamiroyan, the company spent about $500,000 on its campaign at ITF. This was approximately the amount of money the union spent on organizing efforts over the entire year.

After thirteen months of hearings, appeals, and other delays, the NLRB ruled in favor of the ILWU and the workers. The union was awarded the contract, and the NLRB ordered the company to certify the union as the bargaining agent for the workers.

The victory was a significant one for the ILWU and the workers at ITF. It was the first time in many years that the union had been able to organize a new facility, and it was a major victory in the long-running battle between the union and the company. The victory was a testament to the workers’ determination and their ability to stand up to the company and its allies.

The ILWU is proud to have won this important victory, and we are committed to continuing our work in support of workers’ rights and the union movement. We will continue to fight against the company’s union-busting tactics and to work to ensure that workers have a voice in their workplace and a say in the decisions that affect their lives.

New job applications ramped

BORON, CA—Members of ILWU Local 30 have won an important victory, preventing their employer, US Borax Co., from imposing new terms and conditions of employment without first bargaining with the union.

In early August, 1987, the company unilaterally began requiring new applicants for employment to sign an agreement that the employer has the right to terminate them without cause or notice at any time, and to undergo involuntary drug testing at a frequency of once a year.

These were matters covered by our contract, said Local 30 President Paul Wildrick, “and they should be negotiated, rather than imposed off the top of someone’s head. Once you have a union in place, a company is not permitted to go one-on-one with an employee, even a new hire, on the terms and conditions of their work.”

The integrity of the contract was at stake.

When employer representatives refused to negotiate the problem through the grievance machinery, Local 30 filed unfair labor practice charges with the National Labor Relations Board, and proceedings were set to begin in December before Administrative Law Judge James Kennedy.

But even before we got underway, the judge told US Borax that they had no case. Borax then agreed to pay all we wanted in the first place—the right to negotiate over something as important as this.

The union case was handled by Wildrick and Local 30 attorney David Finkel.

The ILWU was represented in the endless hearings and a mountain of paperwork, and convulsed by the HAW’s Union Buster antics—ILWU Local 6 won a historic victory in the intermodal yard outside Los Angeles.

The victory came at the LA/Long Beach Intermodal Transfer Facility (ITF) in January. The workers at this facility, which handles cargo containers, are loaded on and off trains, was contested by the ILWU Local 6. The company fought the union using a combination of tactics—legal and illegal—that were designed to break up the union, defeat the organizing effort, and keep the workers from voting.

The ITF is located four miles north of LA harbor. It was established jointly by the Ports of Los Angeles and Long Beach, leased to Southern Pacific and subleased to Chicago-based Mi-Jack Corp. In-Terminal Services, Inc., a Mi-Jack subsidiary, is actually operating the facility.

The ILWU’s campaign at ITF began in the late fall of 1986 when the company was still in the process of organizing the workers, said ILWU Local 6 Regional Director Joe Barta, who, with the assistance of International Rep. Richard Mallon, Local 13, coordinated the ITF organizing drive. The company had a small army of lawyers and consultants and in the plaintiff, nearly full time, for the sole purpose of spreading outright lies about the union. The company did a good job of creating confusion, but the workers were undeterred by the speed of their efforts, and they were all determined to be successful.

The company spent an enormous amount of money and time to beat it. According to ILWU Local 63 President Victor Pamiroyan, the company spent about $500,000 on its campaign at ITF. This was approximately the amount of money the union spent on organizing efforts over the entire year.

After thirteen months of hearings, appeals, and other delays, the NLRB ruled in favor of the ILWU and the workers. The union was awarded the contract, and the NLRB ordered the company to certify the union as the bargaining agent for the workers.

The victory was a significant one for the ILWU and the workers at ITF. It was the first time in many years that the union had been able to organize a new facility, and it was a major victory in the long-running battle between the union and the company. The victory was a testament to the workers’ determination and their ability to stand up to the company and its allies.

The ILWU is proud to have won this important victory, and we are committed to continuing our work in support of workers’ rights and the union movement. We will continue to fight against the company’s union-busting tactics and to work to ensure that workers have a voice in their workplace and a say in the decisions that affect their lives.

New job applications ramped

BORON, CA—Members of ILWU Local 30 have won an important victory, preventing their employer, US Borax Co., from imposing new terms and conditions of employment without first bargaining with the union.

In early August, 1987, the company unilaterally began requiring new applicants for employment to sign an agreement that the employer has the right to terminate them without cause or notice at any time, and to undergo involuntary drug testing at a frequency of once a year.

These were matters covered by our contract, said Local 30 President Paul Wildrick, “and they should be negotiated, rather than imposed off the top of someone’s head. Once you have a union in place, a company is not permitted to go one-on-one with an employee, even a new hire, on the terms and conditions of their work.”

The integrity of the contract was at stake.

When employer representatives refused to negotiate the problem through the grievance machinery, Local 30 filed unfair labor practice charges with the National Labor Relations Board, and proceedings were set to begin in December before Administrative Law Judge James Kennedy.

But even before we got underway, the judge told US Borax that they had no case. Borax then agreed to pay all we wanted in the first place—the right to negotiate over something as important as this.

The union case was handled by Wildrick and Local 30 attorney David Finkel.
Key vote on contra aid

BY MIKE LEWIS
ILWU Washington Representative

As the countdown starts for the next Congressional vote on aid to the Contras, the tension is rising and the stakes are high. The White House will submit its request for extending the war against the Nicaraguan people in late January or early February, and Congress will vote on it the very next day.

WASHINGTON: Rep. Henry Gonzalez, D-Tex., lead sponsor of the bill, has scheduled a fast, automatic floor consideration in either House that will be straight up or down, with no amendment allowed. This means no one will be able to offer a "compromise" which the White House voting would support. It will be the Reagan package or nothing.

From now on, it is clear — if Reagan loses, his future quests for Contra aid won't get fast, automatic floor consideration in either House. Up to now the President has had the political muscle to force Congress to follow his special consideration procedures that bypassed the normal legislative process. But this time the deal — imposed by the House last month — is that if his request fails this time, all future requests must pass through the Congressional committees which have jurisdiction over them. Such requests would be blocked or blocked in Committee like any other bill.

So the White House will never have arm-twisted in its effort to win this vote. Neither the opponents of Contra aid. The administration can now set a schedule to submit a similar request for Contra aid in 1989.

GOOD CHANCE FOR VICTORY

Opponents - including much of labor — are sure that if everyone pulls his weight, they have an excellent shot at winning this time. Thus have the Aria plan, the residue of frustration, and popular sentiment on their side. They also have one big tactical advantage: since Congress is at recess for all of January, its members are at home, where they can be bought, fired, or brainwashed by the White House before the vote.

At press time, the presidents of the Central American Sandinistas have already reviewed the progress of the Aria plan. The plan's biggest victim has been the United States, which has just helped to free Nicaragua from "thievery" it used to be called "humanitarian," as opposed to "military."

The resolution followed a stinging attack on the free trade deal by NDP federal leader Ed Broadbent, who signed with Prime Minister Brian Mulroney had deliberately misled Canadians on the effects of the deal on marginal development programs and other aspects of Canadian economic life.

A highlight of the convention was the presentation by the ILWU of a check for $60,000 to the International Longshoremen's of America to assist that union in paying off the last of its massive strike-fund debt incurred during the long 1986 strike.

For a union that is not considered large, it was a haul of a lot of money and IA members were most appreciative," said Jack Macrury, President of the ILWU. With donations such as these, we should be in great shape for 1989 negotiations.

The convention also exemplifies what trade unionism is all about.

The White House will sign a letter expressing support for the Aria plan to the Contras through the rules for a cease-fire. They will probably announce new steps to comply with the Aria plan at a press conference early Monday.

The administration's only ace is Nicaraguan detecor Roger Miranda, who is in his last term as public authority on the Sandinista's plans to conquer the civilized world. The White House lobbyists are also stretching Miranda's "revolutions," and a Debra Pritchett of the United States' in the public like minister Humberto Ortega, out of proportion. They are accusing the Sandinista regime of planning a five-year military build-up which would enable them to invade other Central American countries.

MILITARY BALANCE

What the Nicaraguans are really doing is consolidating the regime's hold on that standing army from 80,000 to 70,000. The plan would expand their reserve military to provide a ready defense in the event of a US invasion. But this would only consist of distributing more rifles to more campesinos, with little ammunition to go around.

In the Aria plan, there is a real chance to kill Contra aid for the year, and perhaps forever. Labor will be more involved in this effort than ever before. The National Labor Committee on El Salvador is urging all its members to call and write their House members and Senators in opposition to further aid in any shape or form.

Southern California

Warehouse local pushes for master contract bargaining

OAKLAND — With the Northern California master warehouse agreement expiring June 1, ILWU Local 6 will hold its 43rd annual convention February 27 for the purpose of establishing bargaining demands and strategy.

The session will begin at 9 a.m. at the Local 6 East Hall Bay, 99 Hegenberger Road. February 3 is the deadline for electing delegates.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Local 6 Secretary-Treasurer Leon Harris kicked off all of the discussion by presenting annual contract negotiations at a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.

Preparations for bargaining began December 12 as close to 100 active members from throughout the area attended a pre-convention bargaining session to informally discuss the issues.
Civil liberties defended

SAN FRANCISCO—In an extremely important decision, a San Francisco arbitrator has sharply limited the right of an employer to require drug testing, and the results of those tests for disciplinary purposes.

The case originated from grievances filed by members of Local 6 at Cal-Osha, in San Leandro.

"The award is a victory for the union," said Local 6 President John Kagel, who testified at the hearing. "It establishes the civil liberties of the members, while at the same time establishing reasonable procedures for an employer to act if it can be proven that such impaired the employee's ability to use those substances for disciplinary purposes.

The employer may require a test, according to the award, only when he has "independent objective evidence to support a reasonable suspicion that particular employees are involved in on-the-job drug use or have reported to work under the influence of drugs, but may not be disciplined for testing negative results.

The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

"Drug testing is not a cure for psychoactive drugs," Kagel said, "It can only detect nonactive by-products. And when it detects, the only conclusion that can be drawn is that at some past time the individual used drugs, but it does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

an example of

"Drug testing is not a cure for psychoactive drugs," Kagel said, "It can only detect nonactive by-products. And when it detects, the only conclusion that can be drawn is that at some past time the individual used drugs, but it does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.

limited language

"While the award stands on its own, the language used is quite similar to the language in the master agreement and in many other independent agreements. So we can expect this decision to be used in other Local 6 drug testing grievances.

Local 6 was represented by Internation Counsel William Carder, who delivered his 13, 1987 by arbitrator John Kagel.

"The arbitrator has held that an employee may be disciplined for using drugs not having to report to work under the influence of such drugs, but may not be disciplined for testing negative results.

"The arbitrator has further held that a positive test result does not establish that he or she is job-impaired because of such use.
Paul Ware, joined Wobblies in 1910, and became a leader in local 13. Ware was among 100 other Wobblies who went on strike in 1919 with the "black gang" on the SS El Faro. He is survived by his widow, Ruth who asks that donations be made to the ILWU Foundation.

**ERNEST CLARK**

held until his retirement in 1974. "Over the those years he did an outstanding job in holding the union together. He went through some tough strikes, he did some successful organizing and gradually, nicked by nickel, helped make important gains for the members," remembers King.

Clark was closely by the late Bill Chester, Clark was instrumental in bringing the unit into the ILWU, as Local 57, in 1957. In 1978 Clark was honored by the local 57 and an independent chemical workers union—with most members employed in area cotton oil mills—into what is now ILWU Local 76. The funeral was held Monday, January 16, at the Fellowship Baptist Church in Fresno. Clark is survived by...

**Gene Bailey**

honored

NORTH BEND—Gene Bailey, long-time secretary-treasurer of local 12, in Coos Bay, Oregon, was honored by the local's pensioners and wives at their regular January meeting.

From his activities with the union, Bailey is prominent in the community—he is well known as one of the guiding forces behind the founding of the Bay Area Hospice and the Southwest Oregon Community College.

Bailey came in for fulsome praise in an editorial in the Coos Bay World: "His has not always been a voice we agreed with, but one that we always felt was worth listening to, and one that won't be replaced on the waterfront anytime soon. Not everyone can see the big picture and the details . . . Not everyone can see the big picture and the details. In that spirit, he carried on the tradition of Bill Chester, the late Northern California Regional Director of the ILWU. Clark was instrumental in bringing the unit into the ILWU, as Local 57, in 1957. In 1978 Clark was honored by the local 57 and an independent chemical workers union—with most members employed in area cotton oil mills—into what is now ILWU Local 76. The funeral was held Monday, January 16, at the Fellowship Baptist Church in Fresno. Clark is survived by...

**Local 12's Gene Bailey cuts his cake at December pensioners meeting.**

*photo by Forest Taylor*
Local 7, Bellingham

Longshoremen members here have elected their 1988 officers as follows: President, Kenneth Manwell; vice-president, Jim Brooks; secretary/treasurer, Larry R. Roughton. The labor relations committee is Edward Millar, Barry Booth, Carl Brown, Bob Oceanowski, Jake Spofford, Mike Hall, and Ron S. Lees. The three trustees were also selected.

Local 8, Portland

Longshoremen here elected 1988 officers, as follows: President, Chuck Hickman; vice-president, Al Overby; secretary-treasurer, Carl G. Rainey. The local's regular dispatcher is Frank Keene; night dispatcher is Dave Cox. Al Overby and Ron Hanson are the business agent-labor relations representatives.

Art Wagner and Norman Lowrey are the Columbia River District Council delegates. Trustees are: George D. LaRue and Tim Norton. A 25-member executive board was also selected.

Local 17, Broderick

Warehouse Local 17 will hold its monthly meeting on the first Tuesday of every month. The meeting will be at the Bay Area watchmen installed their 1988/1989 officers and committeemen. The ILWU-PMA Joint Accident Prevention Committee.

Local 23, Tacoma

Longshore and warehouse members recently elected their 1988 officers, as follows: President, Peter B. McPherson; vice-president, Frank L. Oller; secretary-treasurer, Jack Wegman. The labor relations committee is William Bridges and George Snell.

Dave Bartholomew is on the board of directors for the Puget Sound Council. He is the next trustee for the ILWU.

Local 28, Portland

Members of watchmen's Local 28 have elected as follows: President, Robert Turpie; president-elect, Jim Eldredge; secretary-treasurer, Frank B. Soderman; shipwreck representative, Brian McWilliams; recorders, E. Groff; striker/relief, David W. Curbison; Stewards are: James Passe and Art Kinney (1 vacancy). Executive: — Bob Johnson, Nick Granich, Ray Duran. The trustees are: president, Ron Hanson; secretary, Frank E. Reichl. The ILWU-PMA Joint Accident Prevention Committee.

Local 34, San Francisco

San Francisco Ship Clerks elected their 1988 officers and committeemen. The following committees were selected: Trustees — James Paton and Art Kinney (1 vacancy); Executive: — Bob Gragg, Nick Granich, Ray Duran. The trustees are: president, Ron Hanson; secretary, Frank E. Reichl. The ILWU-PMA Joint Accident Prevention Committee.

Local 50, Astoria

New officers of longshore Local 50 are as follows: President, Bob Reiter; vice-president, Chuck McBridge; secretary/treasurer, G.R. Olson; auditors, Ron Angberg, John Kluge; dispatcher/welfare officer, James Van Ooeg and Bob Stasch; recording secretary, Delbert Carter; marshal; Robert Usber. The three dispatchers are Hank VanderKamp, Jan Searing and Lyle Van Ooeg. LRC representatives are Clancy Reese and Jim Hensel.

The ten day gang bosses are Tom Ramey, Walt Raapana, Gene Burke, Leonard Grizzle, Dennis Conklin, Bob Cook, Ken Luck, and Bob Wexler. The waterfront officers are: Peter Belanger, Mike Hall, and Ron S. Lees. The three trustees were also selected.

Local 75, San Francisco

Bay Area watchmen installed their 1988 officers and committeemen. The following committees were also elected: Investigations - 3 members; Labor Relations Committee - 1 member; Board of Auditors - 2 members; Executive - 7 members.

Local 91, San Francisco

The result of last month's election by members of the Bay Area foremen's local is: President, Ivan Olson; vice-president, Bennie Hunter; secretary-treasurer & copy committee officer, Eric T. Nelson. Ken Kosla is the assistant secretary treasurer. Steve Parun is delegate to the ILWU-PMA Joint Accident Prevention Committee. The ILWU-PMA Joint Accident Prevention Committee.

Local 500, Vancouver

President, Louis A. Kaufman; vice-president, Mike Israei; secretary/treasurer, Barry Trainer; business agents, Jeff Turpie, Randy Reinhardt; Information & Publicity Committee.

Local 502, New Westminster

President, Kent Birmingham; vice-president, Mark Robinson; secretary-treasurer, Ken Jackson. The ILWU-PMA Joint Accident Prevention Committee.

Local 503, Port Alberni

President, Cliff Ray; vice-president, Mike Hayhoe; secretary-treasurer, Ed Seymour; safety coordinator, Bill Filion; executive board officers were also elected.

Local 505, Prince Rupert

President/2nd dispatcher, Mark Gordon; vice-president, Steve Nashy; secretary-treasurer/dispenser, Ken Jackson; recorder, Ken Jackson. The ILWU-PMA Joint Accident Prevention Committee.

Local 506, Richmond

President, Richard James; vice-president, Alex Tomczyk; 2nd vice-president, Brian Dickinson; secretary/treasurer, Ron Mus; 2nd dispatcher, Garry Mid- dlemiss; business agent, Don Godin. The three trustees were also selected.

Local 514, Vancouver

President, Jim Jackson; vice-president, John Talbot; 2nd vice-president, Lis Partington; financial secretary, Caroline Hamp- ton; recording secretary, Lyly Ellip. Three trustees were selected, one for a 1 year, term, one for 2 years and a year trustee.

Local 515, Vancouver

President, Barry Holloway; vice-president, Mervyn Lea; financial secretary, Glen Luskin. Three members were selected for the executive committee.

Local 508, Chemainus

President, Richard Jones; vice-president, Al Overby; secretary-treasurer, Carl Rainey. The ILWU-PMA Joint Accident Prevention Committee.

Local 514, Chemainus

President, Doug Sigurdson; 1st vice-president, John Paterson; 2nd vice-president, Ken Nutt — Vancouver Island; business agent, Ian Stocker; dispatchers, Les Heilpern, Andy Anderson, Ron Scroggins. The following are area executive boards.

Local 514, Chemainus — one each for Victoria and Port Alberni, with Al Overby and Ron Hanson. Two trustees were also selected.

Local 517, Vancouver

President, Jim Jackson; vice-president, John Talbot; 2nd vice-president, Lis Partington; financial secretary, Caroline Hamp- ton; recording secretary, Lyly Ellip. Three trustees were selected, one for a 1 year, term, one for 2 years and a year trustee.

Local 518, Vancouver

President, Barry Holloway; vice-president, Mervyn Lea; financial secretary, Glen Luskin. Three members were selected for the executive committee.

Local 514, Chemainus

President, Doug Sigurdson; 1st vice-president, John Paterson; 2nd vice-president, Ken Nutt — Vancouver Island; business agent, Ian Stocker; dispatchers, Les Heilpern, Andy Anderson, Ron Scroggins. The following are area executive boards.

Local 514, Chemainus — one each for Victoria and Port Alberni, with Al Overby and Ron Hanson. Two trustees were also selected.
ILWU members celebrated Holidays with care

Orlando dinners emphasize '88 politics

ILWU pensioner holiday banquets have been a tradition in the Columbia River area for several decades. Last month’s parties shared two similarities—they were the best attended in recent years and their speakers stressed the need for increased political action in 1988 by ILWU locals and their retirees working together.

Randy Vekich, Coast Committeeman; John Kallio, Area Welfare director; and Ralph Rider, PCPA executive board member, headed the speakers list at the Longview pensioner party held at Kelso Elks Lodge. Vekich reviewed the retiree gains in the new contract. He reported that despite the October stock market crash the ILWU-PMA pension fund is as sound as ever.

Referring to the new contract with two and a half more years to run, Kallio said we should use that time to build more solidarity with other labor groups and help some of them raise their living standards instead of allowing employers to drag ours down to lower levels. Rider praised the role of the ILWU women in supporting the union since 1934.

Larry Clark, Local 60 Secretary, was the main speaker at the Clerks local’s 31st annual pension party. He reported on current issues facing the union. He also called for increased political action in 1988 by ILWU locals and their retirees, wives and widows from Locals 40, 8, 40 and 92, out of towners and other special guests. Included were: Frank Reichl, PCPA Vice-President; Al Erickson, Local 8 President and Secretary; Whitlock, Local 40, and Ben Jenkins, William Meucci, Dennis McGowan, Louis Vorak and James Hill.

Social security info

WASHINGTON, D.C. All American workers will soon be able to obtain estimates of their Social Security benefits and how much their families would receive if they die or become disabled.

Dorcas R. Hardy, Commissioner of Social Security said she was scrapping the tersely worded statement of earnings that told people only how much their total earnings were in previous years. Workers can now get estimates of their retirement benefits only if they are 60 years of age or older.

The new Personal Earnings and Benefits Statement will be available to workers of any age and will include estimates in current dollars of how much they will get if they retire at the ages of 62, 65 or 70.

The new form will include precise year-by-year totals of how much Social Security Tax a person paid, and not just the total amount of earnings subject to the payroll tax. The current "summary statement of earnings" lumps all earnings together from 1935 through the early 1980's and breaks out annual earnings only for the most recent three years. Nowhere does it say how much a person actually paid in taxes.

In Seattle and SF, members aid needy families

SEATTLE — When APL’s President Harrison sailed into Puget Sound November 21, it earned thousands of Christmas presents for needy youngsters stuffed into the millionth container to arrive in the Port of Seattle in 1987.

The container was packed with toys manufactured by the Hasbro Co., and donated to the ILWU “Christmas for Kids” program.

The program, supported by all ILWU Seattle-area locals collected and distributed 5,000 toys this past holiday season.

Program founder Les Vigil noted that it provided 2-4 gifts for 1500 kids in more than 150 families. Union members delivered the gifts in the three days before Christmas.

Elsewhere, members of ILWU longshore Local 10, San Francisco, collected 454 lbs of canned food for distribution in the Bay Area this year, with help from members of warehouse Local 6, scalers Local 2, and the HBU.

Local 23 Pensioners

The officers of the Local 23 Pension club are: president, Nick Engels, Sr.; vice-president, Earl Rees; treasurer, Harold Setz; secretary, Frank Erazmus; currently serving are Ben Jenkins, William Meucci, Dennis McGowan, Louis Vorak and James Hill.

Local 27 Food Drive

LOCAL 27 FOOD DRIVE—in Port Angeles, Wash., Local 27 members Cliff Rocheleau, Ron Lidster and George Schoenfeldt were among those who prepared 70 food baskets for needy families at the Local’s hall on Marine Drive.

The union donated $1,000 to supply certificates for ham or turkeys, and filled the rest of the baskets with enough food to feed a family of four for the week. The Salvation Army provided a list of names for distribution by the local.